

WXIN(TV) and WTTV(TV), Indianapolis, Indiana
ANNUAL EEO PUBLIC FILE REPORT
Date: April 1, 2005

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WXIN(TV)/WTTV(TV), Indianapolis, Indiana.

WXIN/WTTV-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 317/632-5900.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Editor, Assignment	Sources 1 - 31, 33	Source 48	8
2	Mgr, National Sales	Sources 1 - 31, 37, 38	Source 48	7
3	Receptionist	Internal Promotion	Internal Promotion	1
4	Coord, Account	Sources 1 - 28	Source 48	1
5	Anchor, Sports	Sources 1 - 28, 31	Source 48	4
6	Oper, Master Control	Sources 1 - 32, 42, 44, 45	Source 47 (walk-in applicant)	7
7	Mgr, Accounting	Sources 1 - 29	Source 48	7
8	Dir, Research	Sources 1 - 31, 37, 41	Source 27 (internal posting)	8
9	Photographer	Sources 1 - 28, 31, 32	Source 47 (walk-in applicant)	5
10	Producer, AM	Internal Promotion	Internal Promotion	1
11	Coord, Research	Sources 1 - 30, 37	Source 27 (internal posting)	7
12	Photographer	Sources 1 - 32	Source 28	2
13	Newscast Director	Sources 1 - 29, 31, 32, 42, 44, 46	Source 28	6
14	Oper, Master Control	Sources 1 - 32, 42, 44, 45	Source 28	2
15	Oper, Master Control	Sources 1 - 32, 42, 44, 45	Source 42	2
16	Coord, Traffic	Sources 1 - 32	Source 29	10
17	Graphic Designer	Sources 1 - 32, 39, 40	Source 29	3
18	Photographer, AM	Sources 1 - 32	Source 28	2
19	Coord, National Sales	Sources 1 - 29	Source 48	1
20	Producer, Segment	Internal Promotion	Internal Promotion	1
21	Producer, Sports	Sources 1 - 31	Source 28	2
22	Account Executive	Sources 1 - 30, 37	Source 27 (internal posting)	1
23	Account Executive	Sources 1 - 30, 37	Source 27 (internal posting)	1
24	Reporter	Sources 1 - 33	Source 28	14
25	Coord, Account	Sources 1 - 30	Source 47 (unknown source)	1
26	Tape Editor	Sources 1 - 32, 43, 44	Source 27 (internal posting)	7

Total number of persons interviewed during applicable period:

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Supplemental Recruitment Measures 4/1/04 - 03/31/05

Activity/Description	Date	Staff Participant	Sponsor
<u>Indiana Broadcaster's Association Career Fair:</u> One staff member attended the Career Fair; discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	11/15/04	Human Resources Manager	Indiana Broadcasters Association
<u>MultiVisions Communications Conference:</u> Various Department Heads participated on six panel discussions, and attended a networking luncheon for panelists and students and the Media Showcase awards ceremony, where students are recognized for their achievements. Department Heads conducted informational interviews with students, critiqued resumes and answered questions about careers in broadcasting. The station was also a financial sponsor of the conference.	4/5/04	News Director Programming Manager	Indiana University
<u>Indiana University Internship Fair:</u> Five staff members attended internship fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	12/3/05	Human Resources Manager News Director Programming Manager Executive Assistant News Planning Coordinator	Indiana University
<u>Franklin College Internship Fair:</u> Two staff members attended internship fair to discuss internship positions with attendees and accept resumes for internships.	10/16/04	Managing Producer Executive Assistant	Franklin College
<u>High School Shadowing Program:</u> High School students spend one day with a station employee. Matching students to employees is based on the students career goals. Student gets a first hand real world look at the job. 5 to 10 job shadows per year.	Ongoing	Human Resources Manager Various Department Heads News Personnel Graphic Design Personnel	WXIN/WTTV-TV
<u>Internship Program:</u> College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 20 hours per week. 20 - 25 interns per year.	Ongoing	Human Resources Manager Various Department Heads News, Sales, Marketing and Production Personnel	WXIN/WTTV-TV
<u>Indiana Black Expo Employment Opportunity Fair:</u> Three staff members attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	7/15/04	Human Resources Manager News Marketing Manager Senior Graphic Designer	Indiana Black Expo
<u>Indiana Broadcasters Foundation Scholarship Program:</u> Donated \$1,500 to scholarship fund, promoted program via on-air community calendar, disseminated applications and participated in evaluation process.	3/7/05	VP/General Manager Human Resources Manager	Indiana Broadcasters Foundation, WXIN/WTTV-TV, along with other participating stations
<u>Sales Training Program:</u> One staff member teaches Political portion of curriculum for sales trainees.	5/17/04	Director of Sales	Tribune Company
<u>Hosted Western Boone High School Radio/TV Class:</u> Hosted tour and facilitated discussion of careers in broadcasting.	4/22/04	Managing Producer	WXIN/WTTV-TV Western Boone High School
<u>Indiana Association of School Broadcasters:</u> One staff member participated in the High School Broadcasting Competition and Conference and judged Live Television Competition. Event consisted of workshops and speakers on the topic of careers in broadcasting.	3/14/05	Newscast Director	Indiana Association of School Broadcasters University of Indianapolis
<u>College Talent Recruitment Day:</u> Four staff members attended career fair to discuss open positions and summer internships specifically, careers in broadcasting generally and interview prospective candidates. Event was organized by a consortium of twelve Indiana colleges and universities.	2/10/05	Human Resources Manager Marketing Manager News Operations Manager General Sales Manager	College Career Center Consortium

Recruitment Sources

An asterisk ("*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
1	100 Black Men of Indianapolis, Inc. 3901 North Meridian Street Indianapolis IN 46208 ATTN: Vernice Williams, Program Coordinator (317) 921-1276	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
2	American Indian Center of Indiana, Inc. 1026 Shelby Indianapolis IN 46203 ATTN: Michelle Goldsby, Central Indiana Regional Case Manager (317) 536-0240	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
3	Ball State University Lucina Hall 220 Muncie IN 47306 ATTN: Cindy Hershman, Employer Service Assistant (765) 285-2436	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
4	Brown College* 1440 Northland Drive Mendota Heights MN 55120 ATTN: Rebecca Ewanga, Career Services Representative (651) 905-3465	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
5	Butler University 4600 Sunset Avenue Indianapolis IN 46208 ATTN: Roni Rasberry, Director of Career Services (317) 940-5627	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
6	Flanner House 2424 Dr. Martin Luther King Indianapolis IN 46208 ATTN: Kimberly Rusununguko, Interim Executive Director (317) 925-4231 x262	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
7	Franklin College 501 East Monroe Street Franklin IN 46131 ATTN: Marty Long, Director of Career Services (317) 738-8801	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
8	Illinois Center for Broadcasting* 55 West 22nd Street, Suite 240 Lombard IL 60148 ATTN: Chip Egan, Job Placement Director (630) 916-1700	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26

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9	Indiana Broadcaster's Association* 3003 East 98 th Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Smith (317) 573-0119	1 Reporter 1 Traffic Coordinator	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
10	Indiana Institute of Technology 3500 DePauw Blvd Indianapolis IN 46268 ATTN: M.E. Smith, Career Services (317) 466-2121	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
11	Indiana University 625 North Jordan Avenue Bloomington IN 47405 ATTN: Jeremy Podany, Assistant Director Placement Office (812) 856-3128	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
12	Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Cheryl Parker, President (317) 632-5900	1 Research Coordinator	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
13	Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Brian McDonald, Director of Workforce Development (317) 693-7603	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
14	IUPUI - Indiana University/Purdue University, Indianapolis 801 West Michigan Street Business/SPEA #2010 Indianapolis IN 46202-5153 ATTN: Tiffany Fox, Career Center (317) 274-5555	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
15	Ivy Tech State College PO Box 1763 Indianapolis IN 46206-4882 ATTN: Silvia Stanford, Career & Employment Services (317) 921-4950	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
16	Latin Workforce Connection* 3760 Guion Road Indianapolis IN 46222 ATTN: Jenny Sosna, Career Services & Placement (317) 244-7780	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26

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17	Madison County Urban League 1210 West 10th Street Anderson IN 46016 ATTN: Milan Page, Director of Employment (765) 649-7126	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
18	Marian College 3200 Cold Spring Road Indianapolis IN 46222-1997 ATTN: Diane Workman, Director, Career Services (317) 955-6000	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
19	National Academy of Television Arts and Sciences* 3487 Center Road, Suite 6C Brunswick OH 44212 ATTN: Jackie Symons, Administrator (330) 220-7914	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
20	National Association of Hispanic Journalists 1193 National Press Building Washington DC 20045 ATTN: Michell Viagnoli (202) 662-7145	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
21	National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 ATTN: Natasha (301) 587-9100	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
22	National Society of Hispanic MBAs* Indianapolis CIF, PMB #172 7462 East Fishers Station Fishers IN 46038 ATTN: Steven Ramos, President (317) 566-3953	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
23	Ohio & Illinois Centers for Broadcasting* 9000 Sweet Valley Drive Valley View OH 44125 ATTN: Gary James, National Placement Director (216) 447-9117	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
24	Training, Inc.* 333 North Pennsylvania Suite 900 Indianapolis IN 46204 ATTN: Cindy Gosser, Job Developer/Trainer (317) 299-6884	0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26

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25 University of Indianapolis* 1400 East Hanna Avenue Indianapolis IN 46227 ATTN: Paul Gabonay, Director of Career Services (317) 788-3333		0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
26 University of Southern Indiana* 8600 University Boulevard Evansville IN 47712 ATTN: Pam Doerter, Career Services & Placement (812) 464-1865		0	Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
27 WXIN/WTTV Internal Posting	1 Research Director 1 Research Coordinator 2 Assignment Editor 1 Sports Anchor 1 Photographer 2 Traffic Coordinator 3 Tape Editor 2 Account Executive 1 Receptionist 1 AM Producer 1 Segment Producer		Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
28 WXIN Site (FOX59.com)/WTTV Site (WB4.com)	2 National Sales Manager 6 Master Control Operator 1 Research Director 4 Newscast Director 3 Research Coordinator 2 Photographer 1 Reporter 1 Sports Producer 1 Traffic Coordinator 3 Tape Editor		Positions 1, 2, 4 - 9, 11 - 19, 21 - 26
29 Tribune Company Posting Includes: Inside Track CareerBuilder.com BlackVoices.com	1 National Sales Manager 2 Master Control Operator 4 Accounting Manager 4 Research Director 2 Graphic Designer 4 Traffic Coordinator		Positions 1, 2, 6 - 8, 11 - 19, 21 - 26
30 Indianapolis Recorder 2901 N. Tacoma Avenue Indianapolis, IN 46218 ATTN: Sharon Maxey (317) 924-5143		0	Positions 1, 2, 6, 8, 11, 12, 14 - 18, 21 - 26
31 Medialine (www.medialine.com) P.O. Box 51909 Pacific Grove, CA 93950	1 Reporter		Positions 1, 2, 5, 6, 8, 9, 12 - 18, 21, 24, 26

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ATTN: Mark Shilstone (800) 237-8073			
32	TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	1 Photographer 1 Newscast Director 1 Traffic Coordinator	Positions 6, 9, 12 - 18, 24, 26
33	TV Spy (www.tvspy.com) 150 West 22nd St., 5th Floor New York, NY 10011 ATTN: Stephen Warley, General Manager (212) 366-4212 x363	1 Assignment Editor	Positions 1, 24
34	Indiana Broadcaster's Association Career Fair	0	Positions 19, 21, 18, 24
35	Indiana Black Expo Employment Opportunity Fair	0	None
36	College Talent Recruitment Day	0	Position 26
37	Spots 'N' Dots (www.spotsndots.com) 167 Oakdale Road Johnson City, NY 13790 (888) 884-2630 ATTN: Dai	1 National Sales Manager	Positions 2, 8, 11, 22, 23
38	Indianapolis Business Journal 41 East Washington Street, Suite 200 Indianapolis, IN 46204-3592 ATTN: Patrick Bates (317) 634-6200	0	Position 2
39	Graeme Newell's Marketing Ideanet (614) 451-0588 ATTN: Graeme Newell GNewell@602Communications.com	1 Graphic Designer	Position 17
40	Promax 9000 W. Sunset Blvd, Suite 900 Los Angeles, CA 90069 (310) 788-7600	0	Position 17
41	Television Week 6500 Wilshire Boulevard, Suite 2300 Los Angeles, CA 90048 (323) 370-2400 ATTN: Eric Chasko	0	Position 8
42	South Bend Tribune 225 W. Colfax Avenue South Bend, 46626	1 Master Control Operator	Positions 6, 13 - 15

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(574) 235-6000			
43 Lafayette Journal and Courier 217 N. 6th St. Lafayette, IN 47901-1448 (765) 423-5512		0	Position 26
44 Terre Haute Tribune-Star PO BOX 149 222 S. 7th St. Terre Haute, IN 47808 (812) 231-4200		0	Positions 6, 13 - 15, 26
45 Dayton Daily News 45 South Ludlow Street Dayton, OH 45401-1858 (937) 225-2000		0	Positions 6, 14, 15
46 Evansville Courier & Press 300 East Walnut Street PO BOX 268 Evansville, IN 47702-0268 (812) 461-1200		0	Position 13
47 Unsolicited inquiries; walk in applicants; unknown sources	2 Master Control Operator 2 Photographer 4 Assignment Editor 2 National Sales Manager 2 Accounting Manager 2 Sports Anchor 4 Reporter 1 Account Coordinator		NA
48 Employee referral	1 Assignment Editor 1 National Sales Manager 1 Account Coordinator 1 Accounting Manager 1 Sports Anchor 3 Photographer 2 Research Director 2 Research Coordinator 1 Newscast Director 7 Reporter 1 National Sales Coordinator 1 Sports Producer 1 Traffic Coordinator 1 Tape Editor		NA